

ANNUAL SALARY AND BENEFITS REPORT AND RECOMMENDATIONS, 2012

FACULTY COMPENSATION AND BENEFITS COMMITTEE OF THE UNIVERSITY SENATE

MEMBERSHIP, 2011-2012:

Member	College	Source	Term expires
Eugene W. Holland, Chair	HUM/ASC	Faculty Council	2012
Alicia Bertone	VETMED	Faculty Council	2014
Alan Beyerchen, Vice Chair	HUM/ASC	Faculty Council	2013
Greg Davis	FAES	Faculty Council	2013
Michael Firstenberg	MED	Faculty Council	2014
Masanori Hashimoto	SBS/ASC	Faculty Council	2012
Ulrich Heinz	MAPS/ASC	Faculty Council	2012
Robert Heneman	BUS	Faculty Council	2012
Mike Hogan	FAES	Faculty Council	2012
Richard Hill	OPT	Retiree designee	2011
Mari Noda	HUM/ASC	Faculty Council	2014
Jos Raadschelders	JGSPA	Faculty Council	2013
Mary Ellen Wewers	COPH	Faculty Council	2014
Kathleen McCutcheon	OHR	ex officio, Human Resources	
Susan Williams	OAA	ex officio, Academic Affairs	
Tom Bond	OHR	Human Resources expert	
Laura Gast	OHR	Human Resources expert	

SUMMARY

It remains the conviction of FCBC that an essential strategy for recruiting and retaining top-flight faculty in line with the University's ambition to move from excellence to eminence is to offer salary and benefits packages that are competitive with those of the best universities in the land.

- OSU's ranking among AAU institutions remains at 36th (down from 34th two years ago), no closer to the target position of 30th (the top half of the group).
- OSU average salaries moved up one position to 5th in both the Benchmark and CIC comparison groups, by moving ahead of Penn State.
- Dramatic changes in STRS benefits due to the recession are still pending; in addition to the implementation of short-term pricing adjustments, long-term remodeling of OSU health-plans is under consideration.
- The committee recommends that OSU continue to aim higher in the AAU salary ranking, and that to accomplish this, some of the revenue generated by initiatives such as the leasing of university parking services be devoted to faculty compensation as well as to new hires.

BACKGROUND

According to the University By-Laws (3335-5-4812), it is the responsibility of the Faculty Compensation and Benefits Committee (FCBC) to "study the adequacy and other attributes of the university's policies and provisions for : (i) salaries, outside professional services and supplemental compensation; and (ii) retirement benefits, hospitalization, medical insurance, and other health benefits, life insurance, other insurance, travel reimbursement, educational benefits, recreational benefits, and other perquisites, benefits, and conditions of faculty employment." Each year, the FCBC issues a Report to the university community at large, outlining the results of its on-going examination of salaries, benefits and other conditions of faculty employment at OSU. Like its predecessors, this year's Report will start by presenting the conclusions of this year's study of salaries and benefits. It will then outline on-going issues that may be taken up again by the Committee next year. It concludes by recommending steps the University should take to meet its goals for recruiting, rewarding, and retaining top-caliber faculty at an institution with aspirations to eminence. New this year was the election of a vice-chair: Alan Beyerchen. By identifying the next chair of the Committee in the middle of the outgoing chair's last year, it is expected that a smoother transition and better leadership continuity will be achieved, as the vice-chair learns the ropes for a year before becoming chair.

Ohio State continues to enjoy a stable fiscal position and significant support from the state legislature, while at the same time facing a steady long-term decline in State funding and a near-future comparatively abrupt decrease in federal funding. While the latter is difficult to predict and quantify (although it seems clear that the federal stimulus package due to expire in 2012 will not be renewed given the current political climate), the secular decline in the State's financial contribution to OSU's budget is clear:

Comparison of State Support* to Tuition Income: Columbus Campus**



* As used here, “State Support” includes State Share of Instruction and (through FY 2009) Success Challenge and Innovation Incentive funding.
 ** “Tuition Income” includes instructional, general, student activity, and recreation fees, non-resident surcharge, and (starting in FY 2010), student union facility fee.

State Support and Tuition Income themselves represent only two of several income sources for the University; other sources are not graphed here. Graph courtesy of the OSU Office of Business and Finance

Partly in response to that combined challenge, the University embarked on a controversial plan to lease OSU assets, notably the parking operation, to acquire an infusion of capital to be invested in the endowment so as to generate a replacement revenue-stream. The Committee spent a considerable amount of time evaluating the proposed monetization of parking. Some time was also spent assessing the fairness of the University's plan to compensate 9-month faculty during the shift in the academic calendar (one month earlier) attendant on the conversion to semesters. STRS reform remained an important issue, but it appears likely that the legislature will finally vote on a reform package in the next few months (before the end of the calendar year). Lastly, short- and long-term changes to health plan benefits were considered. We start with the compensation data, before turning to the more complex set of issues concerning benefits and working conditions.

COMPENSATION

Ohio State measures the adequacy of its faculty salaries by three main criteria: (i) average salaries at OSU compared with those at a select group of Benchmark institutions; (ii) average salaries at OSU compared with those of other CIC (Committee on Institutional Cooperation) institutions; and (iii) average salaries at OSU compared to the level of compensation it would take to get the university to the 30th position (the mid-point) in the annual AAU (Association of American Universities) salary rankings. In addition to these main criteria, data on continuing faculty compensation at OSU is included, to isolate and foreground actual salary increases by eliminating from consideration the salaries of new hires and retirees; also included are salary comparisons adjusted for the cost of living in the various cities in which our peers are located.

New this year is the inclusion of *U.S. News* salary rankings. Also new this year is a discussion of OSU regional campus salaries compared with those at other Ohio regional campuses.

As has been the case for the past 4 years or so, an important proviso must be kept in mind about the salary data presented here: what is reported is nominal base salaries, not the salaries actually paid out; it is not possible to take into account salary reductions due to furloughs and other cost-saving measures, even though we know that such measures have been taken at a significant number of peer institutions, and considerably reduced actual take-home pay.

SALARIES: THE COMPARISONS

Benchmark Institutions (See Appendix A)

In many respects, the most appropriate salary comparison is to be made with our Benchmark institutions, since they were selected specifically because they are most like us: they are all large public research universities. Longitudinal comparisons with this group were compromised three years ago when the group itself was redefined: ever since (but unlike before, when compared to the original Benchmark institutions), OSU average salaries have been slightly (about 1%) above the Benchmark average [see bar-graph in Appendix A, p.20]. This year, in fact, the amount by which our average salary exceeds that of the Benchmark average increased slightly (from 0.9% to 1.1%). Moreover, our overall relative position with the group moved up one, from 6th to 5th (because Penn State slipped from 4th to 6th); while Assistant Professors remained in 5th position, Associate Professors moved from 5th to 4th, and Full Professors from 6th to 5th. (UCLA and Michigan average salaries continue to lead the Benchmark group, with UCLA overall salaries increasing by 5.7% last year alone!)

CIC Institutions (See Appendix B)

Our situation with respect to the Committee on Institutional Cooperation is practically identical. OSU's overall average salary went up one position from 6th to 5th (again due to the decline of Penn State), with Assistant Professors remaining unchanged at 5th, Associate Professors moving up from 5th to 4th, and Full Professors moving up from 6th to 5th (see bar-graphs in Appendix B, p.23). Of the twelve CIC institutions, two (Chicago and Northwestern) are private universities, which makes this group slightly less reliable than the Benchmark Group as a standard of comparison for OSU salaries: Chicago and Northwestern regularly top the list of average salaries in the CIC, and this year is no exception; Michigan is always third.

AAU Institutions (See Appendix C)

The final main comparison group is the Association of American Universities (AAU), which describes itself as “an association of the 61 leading research universities in the United States.” This group provides the target ranking to which OSU aspires, rather than a select group of institutions with which direct salary comparisons can fruitfully be made. For some time now, Ohio State has been committed to the goal of reaching the salary rank of 30th among AAU institutions. As is the case for the CIC institutions, longitudinal data presenting an historical perspective on OSU's performance relative to this goal are available [see bar-graphs in Appendix C, pp.10-12]. This year's Report, like last year's, distinguishes between OSU's position relative

to the subset of public AAU universities and its position relative to the entire group (publics and privates combined); both comparisons are included in the Appendix [pp.7-9].

In relation to both groups, OSU's ranking remained the same as last year: 36th out of 61 in relation the entire group, and 15th out of 35 in relation to public research universities alone. And so we are still shy of the goal of 30th position, though no farther from it than we were last year, and are nowhere near the position that OSU achieved in the mid-1980s to early-1990s, when our rankings ranged from 28th (AY1991-92) to 14th (AY1983-84). To return to 34th position, the highest OSU has attained in the last 15 years, would require an overall average salary increase of roughly \$1,080 (or 1%) **more** than whatever increases are received by our closest rivals (Illinois, SUNY-Buffalo, and UC-Irvine). Looking more closely at the data-set reveals that the Associate Professor rank remains a trouble-spot at OSU: despite a marginal gain relative to our Benchmarks and the CIC group, our AAU position at this rank dropped from 36th last year to 39th this year, whereas at the Professor and Assistant Professor ranks our AAU position improved slightly from 39th to 38th and 31st to 30th respectively. The fact that for the Assistant Professor rank alone, OSU salaries have broken into the top half of the group (30th position) argues for an aggressive “proactive retention” program of maintaining competitive salaries as these junior professors move up the ranks.

Top 25 Public Institutions (See Appendix D)

This data-set, new to the Report this year, compares OSU to what *U.S. News & World Report* considers the top public universities in the country, according to two criteria: reputation and average salary. Overall our position on average salary is slightly higher (at 14th) than our position on reputation (17th), but the disparity is greater at the Assistant Professor rank, where our salaries put it us in the 9th position among public universities. Having attracted talent with competitive salaries to begin with, we should keep these junior faculty at OSU through the kind of aggressive “proactive retention” program described above, so that our reputational ranking moves closer to our salary ranking in the *U.S. News & World Report* lists.

Salary Adjustment for Cost-of-living (See Appendix E)

Relying on base salaries alone smuggles into the comparisons the mistaken presumption that the purchasing power or real value of those salaries is the same regardless of the institutions' locations. A different perspective on salary differentials emerges when the relatively low cost of living in central Ohio is taken into account. The Runzheimer Report of Living Cost Standards now makes it possible to adjust the salaries paid at various institutions in light of the living costs of their respective locations. Although no longitudinal comparisons are yet possible, adjusting for cost-of-living can change OSU's ranking in relation to all three groups – but not always for the better (see Appendix E). In relation to our Benchmark institutions, OSU's living-cost-adjusted position improves considerably from 5th to 3rd (the same adjusted position as last year). (As an index of how dramatically living-cost adjustment can affect ranking, UCLA's position among the Benchmarks drops from first to last when living-costs are factored into the comparison.) In relation to the CIC, however, OSU's living-cost-adjusted position falls noticeably from 5th to 7th out of 12 (also the same adjusted position as last year). In relation to the whole AAU group, finally, OSU's living-cost-adjusted position rises from 36th to 25th (the

same adjusted position we held last year). Within the Top 25 Public Institutions list, finally, the cost-of-living adjustment improves Ohio State's salary ranking from 14th to 9th position.

Salary Increments: Total Faculty vs. Continuing Faculty Increases (See Appendix F)

The final analysis of OSU faculty compensation differentiates internally between the percentage salary increase of all faculty and the percentage increase of continuing faculty, i.e. only those faculty who were employed at OSU in both fall of 2010 and fall of 2011. This difference is significant because the latter figure excludes from the salary pool the salaries of both the faculty who left the university in 2011 – generally due to retirement, and at relatively high salaries – and those who joined the university in 2011 – generally at entry rank, and at relatively low salaries. Assuming that roughly the same number of faculty in any given year leave the University as join it, a comparison of the total salary pool in fall 2010 with the total salary pool in fall 2011 skews the rate of increase downward: in effect, the salaries of the highly-paid retirees of 2011 are replaced with those of the entry-level faculty of 2011, thereby reducing the average increase. Comparing continuing faculty alone thus provides a better indication of the actual rate of increase of salaries for the year: for AY2011-2012, while comparing all faculty salaries registers only a 2.1% gain, the average gain for continuing faculty at OSU was in fact 2.6%.

Regional Campus Faculty Compensation Comparisons

Although faculty salaries at the regional campuses are budgeted separately from those of the Columbus campus, regional campus faculty are nonetheless still OSU faculty, and belong to the same departments as Columbus campus faculty. Salary comparisons, however, are made not between the regional campuses and the Columbus campus (since workloads and expectations differ so greatly), but between OSU's regional campuses and the regional campuses of other University System of Ohio (USO) institutions. Inasmuch as OSU is the flagship university of the system, and our regional campuses are part of OSU, the salaries of regional campus faculty should reflect that status; but they don't. Although our regional campus salaries have improved relative to the 19 other Ohio regional campuses over the past 10-15 years, they do not top the list, as they arguably should. This is a matter that bears continuing attention.

BENEFITS

Benefits are far more difficult to compare quantitatively than salaries. Nevertheless, FCBC plays an important role in monitoring and sometimes advising on benefits issues. Most important among these, at the moment, is probably still the effect of the 2008 Recession on OSU pensions. The Committee also spent a great deal of time this year, however, on the issue of parking monetization. Health-plan reform is a perennial topic, and this year both minor short-term and comprehensive long-term changes were considered.

The State Teachers Retirement System (STRS)

Up through 2008, STRS - to which over 63% of OSU faculty belong - had sufficient assets to cover its pay-out obligations for roughly the next 40 years; State law requires that pension funds hold sufficient reserves to cover pay-outs 30 years into the future, so the System was in good

shape. Once the recession hit, however, STRS assets were no longer adequate to cover pay-outs for the stipulated 30 years, so pension system reform was called for. *Ex officio* FCBC member Kathleen McCutcheon, OSU's Vice-President for Human Resources, sits on the state-wide Healthcare Pension Advocates group (HPA), which works with STRS and the Ohio Retirement Study Council (ORSC), the legislative body that oversees all the State retirement systems and developed reforms to propose to the State legislature. Committee member Dick Hill of the OSU Retirees Association provided an invaluable retiree's perspective. As of June 1, the Ohio Senate had passed the long-awaited pension reform bill (Sub. Senate Bill 342), which now awaits action by the House. It is not clear whether the House will take up this issue before the November elections or wait until afterward; it is also not clear whether the House will insist on changes to the Senate bill. Most observers agree that changes are unlikely, but that if they do occur, they will make the reform harsher. Major changes to STRS contained in the Senate bill include the following:

Starting on July 1, 2013, member contributions to STRS (as well as to the other pension plans) will increase by 1% per year until 2016, for a total increase of 4% - so that pensions contributions that are now 10% will eventually be 14%.

Also **starting July 1, 2013**, there will be a one-year suspension of the Cost-of-Living Adjustment (COLA) for ALL retirees, followed by a reduction of the COLA from 3% to 2% for ALL retirees.

For everyone retiring **after July 1, 2013**, there will be a 5-year hiatus before the 2% COLA kicks in - so that someone retiring in 2016, for example, will receive no COLA until 2022.

Starting on August 1, 2015, the Final Average Salary (FAS) on which pension amounts are calculated will be based on the highest 5 years earnings (rather than the highest 3 years, as is the case now).

Also **starting on August 1, 2015**, the age and years of service requirements increase in graduated steps over the next decade, and the 35-year enhanced benefit will be eliminated.

These and other proposed changes are complicated; more information is available at <https://www.strsoh.org/pdfs/40-305.pdf>

Parking Monetization

Because of all the controversy surrounding the proposed monetization of parking at OSU, the Committee spent a considerable amount of time examining the issue. We met early on with Geoff Chatas, Vice-President of Business and Finance, as well as on a separate occasion with University Treasurer Michael Papadakis (also from Business and Finance); we read Bruce Weide's analysis; and some of us attended two presentations - by a faculty member from Penn State and two faculty members from Ohio State's Fischer College of Business - about the legal and financial ramifications of monetization. Among the issues we considered were:

- * whether parking fees were a legitimate source of funding for the core academic mission
- * what the possible impact of “privatizing” parking on the quality of service might be
- * whether the projected rate-increases were fair and historically justifiable
- * whether the decision-making process truly included faculty input
- * what the likelihood was of seeing a net gain in funding for OSU from monetization
- * how any such funds should be used

While no actions were called for from the Committee, we did reach three conclusions:

- * that OSU would “possibly” or “likely” perceive a net gain from leasing its parking; there was disagreement on which characterization was more accurate; the preponderance of opinion favored “possibly,” and
- * that therefore more information (in the form of actual bids) would be required to reach a reasonable decision
- * that should OSU lease its parking operations as proposed, some portion of the proceeds be devoted to increasing compensation for faculty already at OSU, in addition to recruiting new faculty to OSU.

Health Plan Pricing Adjustments and Remodeling

Consideration of the Health Plan fell into two categories. One was the usual marginal adjustment of charges (premiums, co-pays, deductibles, out-of-pocket maximums, etc.) that is required periodically (every two to three years) to keep up with the continually-increasing costs of medical care. The other was a far more ambitious and long-term project to completely remodel the health plan along the lines of the Your Plan For Health initiative. While YP4H is incentive-based - faculty get points and premium rebates for participating - the new health plan model foresees establishing two tracks, one for those who participate, and one for those who don't: the former would be cheaper and more comprehensive than the latter. Subsequent to our discussion of the remodeling plans, the Medical Center decided to put off implementation and lengthen the discussion and planning period. This is an issue FCBC will want to keep a close eye on.

Already in the first round of discussions, the Committee noted an extreme imbalance in the proposed remodeling: all the attention was focused on individual patient/subscriber behaviors (such as undergoing annual biometric screenings), and no attention was focused on the other two necessary pillars of health-care reform: improvements in the delivery of care (supply-side efficiencies and savings), and changes in institutional policy to support better health (population-wide rather than individual behavior modification). In the second round of discussions, the Committee learned that the University does have plans to address these other two pillars; further consultation about all three aspects of health care remodeling will take place in the coming years as the University and the Medical Center design and implement sweeping changes.

Supplemental Retirement Accounts

It has become clear that the comprehensive web-based chart comparing supplemental retirement account (SRA) plans and fees which the University had tried to implement will never see the light of day. Although the University succeeded in insisting that SRA vendors provide complete and accurate information regarding their plan details and fee-structures (and dropped those vendors that refused to comply), an effective web-based comparison chart proved impossible to design, due to the hundreds--if not thousands--of variations in selections used by different vendors to tailor plans to individual faculty, and it would have been impractical to keep up to date. The OSU Retirees Association has however established a very informative web portal devoted to SRAs [specifically 403(b) and 457 (b)]; it is available at http://hr.osu.edu/osura/rr_403b457b.aspx.

The Committee also examined and approved of the University's plans to provide overlapping pay for faculty on 9-month appointments, who will in effect work an extra month this year because of the transition to the semester calendar. We also heard from Associate Vice President Leslie Flesch from Business and Finance about the possibility of moving all University employees onto the bi-weekly pay schedule, which offers efficiencies (over the current system whereby some employees are paid bi-weekly while others, notably faculty, are paid monthly) and doesn't appear to severely inconvenience anyone. This issue may return to FCBC next year, if the University decides to pursue the possibility further.

ISSUES OF ON-GOING CONCERN FOR NEXT YEAR

The main issues probably confronting the Committee next year include

- * the final formulation of, vote on, and implementation of STRS reform
- * the transfer of parking operations to an outside agent
- * the projected remodeling of OSU health-plans
- * regional campus faculty compensation
- * possible move to a bi-weekly pay schedule

RECOMMENDATIONS

It has been customary at the end of recent FCBC reports to iterate or reiterate recommended compensation goals for the University. The goals have consistently taken two forms:

- 1) that the average overall faculty salary at OSU at least meet, and preferably exceed, the average overall faculty salary of our Benchmark institutions, and that reasonable efforts be made to ensure that the average OSU faculty salary **at each rank** also meets or exceeds the corresponding Benchmark average
- 2) that the ranking of OSU faculty salaries reach or exceed the 30th position among AAU institutions (i.e., the midpoint of the group of 61)

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The main recommendation of the **first** of these goals **has again been met** in AY2011-2012; there was in fact an incremental advance in the amount by which we exceed the average (from 0.9% last year to 1.1% this year). It must be kept in mind, however, that this success has only been achieved by the re-selection several years ago (in FY 2010) of a new set of Benchmark institutions with whose faculty salaries our own compare favorably.

The more important and reliable measure remains the AAU salary rankings, and as for the **second** compensation goal of reaching the midpoint of those rankings, we are still short of the target; the only positive thing that can be said is that at least we are no farther from the target than we were last year. It has been estimated that even just to return to the 34th position (the highest attained by OSU within the last 15 years) would require an average salary increase of \$1,000 **more** than our closest peer institutions. Compounding the problem of OSU's failure to close in on the AAU mid-point is the fact that while our Professor and Assistant Professor average salary rankings rose by one position each, our Associate Professor average salary fell three positions (from 36th to 39th). This reflects the severity of "salary compression" at OSU, which is an important contributor to morale problems at that rank. At the Assistant Professor rank, meanwhile, the University is often unable to keep the talent that was attracted by competitive salaries in the first place – making a policy of "proactive retention" essential for the intellectual strength of the institution.

The Committee's final recommendations are therefore that the University

- * **maintain or improve its position with Benchmark and CIC comparison groups**
- * **continue to aim for the 30th position in the AAU comparison group**
- * **and most importantly, devote a portion of any proceeds from monetization programs to continuing faculty compensation as well as new hires.**

Respectfully yours,

Eugene W. Holland

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APPENDIX A

**The Ohio State University
2011-12 Faculty Salary Comparisons**

Benchmark Institutions

2011-12 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	127.76	162.59	107.36	87.43
2	MICHIGAN	118.13	148.78	98.21	85.80
3	MARYLAND	111.31	136.32	95.72	83.88
4	ILLINOIS	108.52	137.20	86.55	83.61
5	OHIO STATE	107.67	134.23	89.28	81.46
6	PENN STATE	105.52	132.06	89.16	76.11
7	MINNESOTA	102.26	125.71	86.01	79.15
8	WASHINGTON	101.73	122.69	88.29	79.34
9	WISCONSIN	97.11	114.69	87.37	75.86
10	ARIZONA	96.46	119.89	81.85	70.77
11	FLORIDA	96.31	121.75	80.10	68.94
Average Excluding OSU:		106.51	132.17	90.06	79.09

2010-11 OVERALL RANKING	
1	UCLA
2	MICHIGAN
3	MARYLAND
4	PENN STATE
5	ILLINOIS
6	OHIO STATE
7	MINNESOTA
8	WASHINGTON
9	WISCONSIN
10	FLORIDA
11	ARIZONA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

CIC institutions are in **bold** type.

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2010-11 ASSOCIATE PROFESSOR RANKING	
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2	MICHIGAN
3	MARYLAND
4	PENN STATE
5	OHIO STATE
6	WISCONSIN
7	WASHINGTON
8	MINNESOTA
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Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

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2010-11 ASSISTANT PROFESSOR RANKING	
1	MICHIGAN
2	UCLA
3	MARYLAND
4	ILLINOIS
5	OHIO STATE
6	MINNESOTA
7	WASHINGTON
8	PENN STATE
9	WISCONSIN
10	FLORIDA
11	ARIZONA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

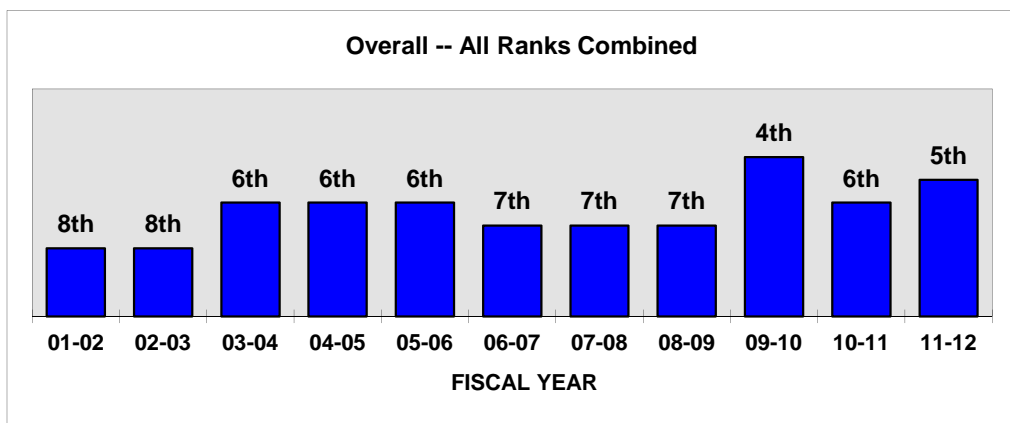
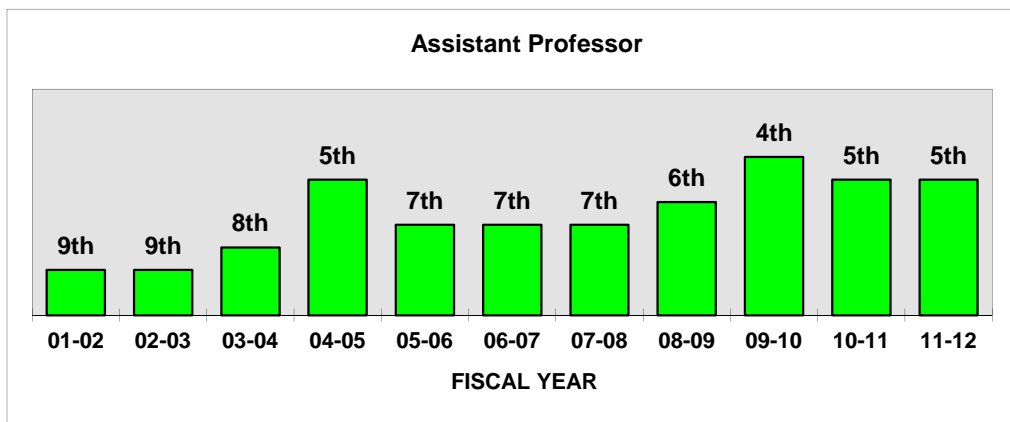
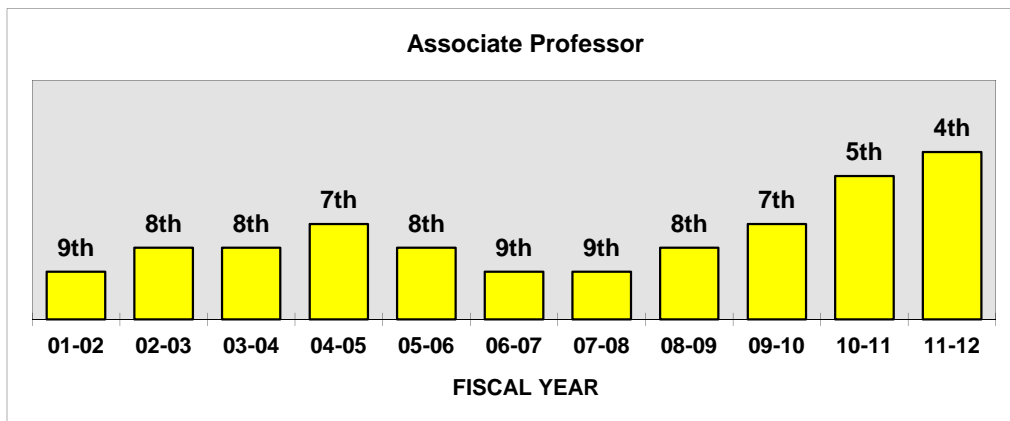
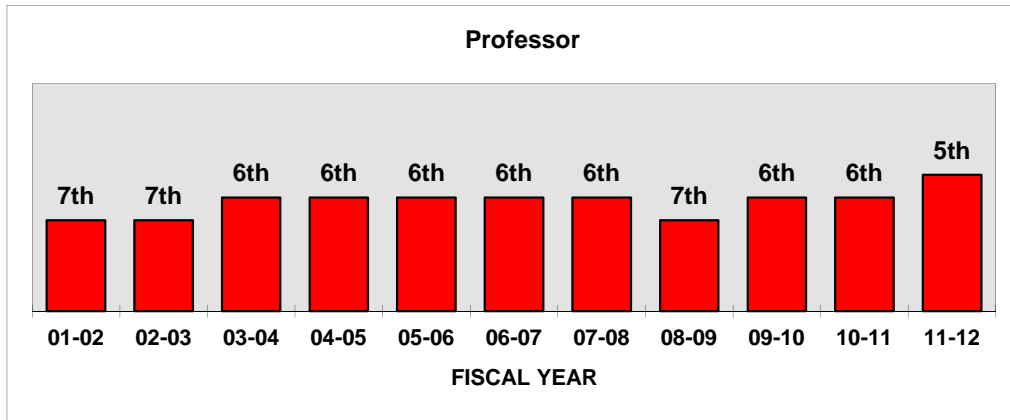
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

CIC institutions are in **bold** type.

The Ohio State University

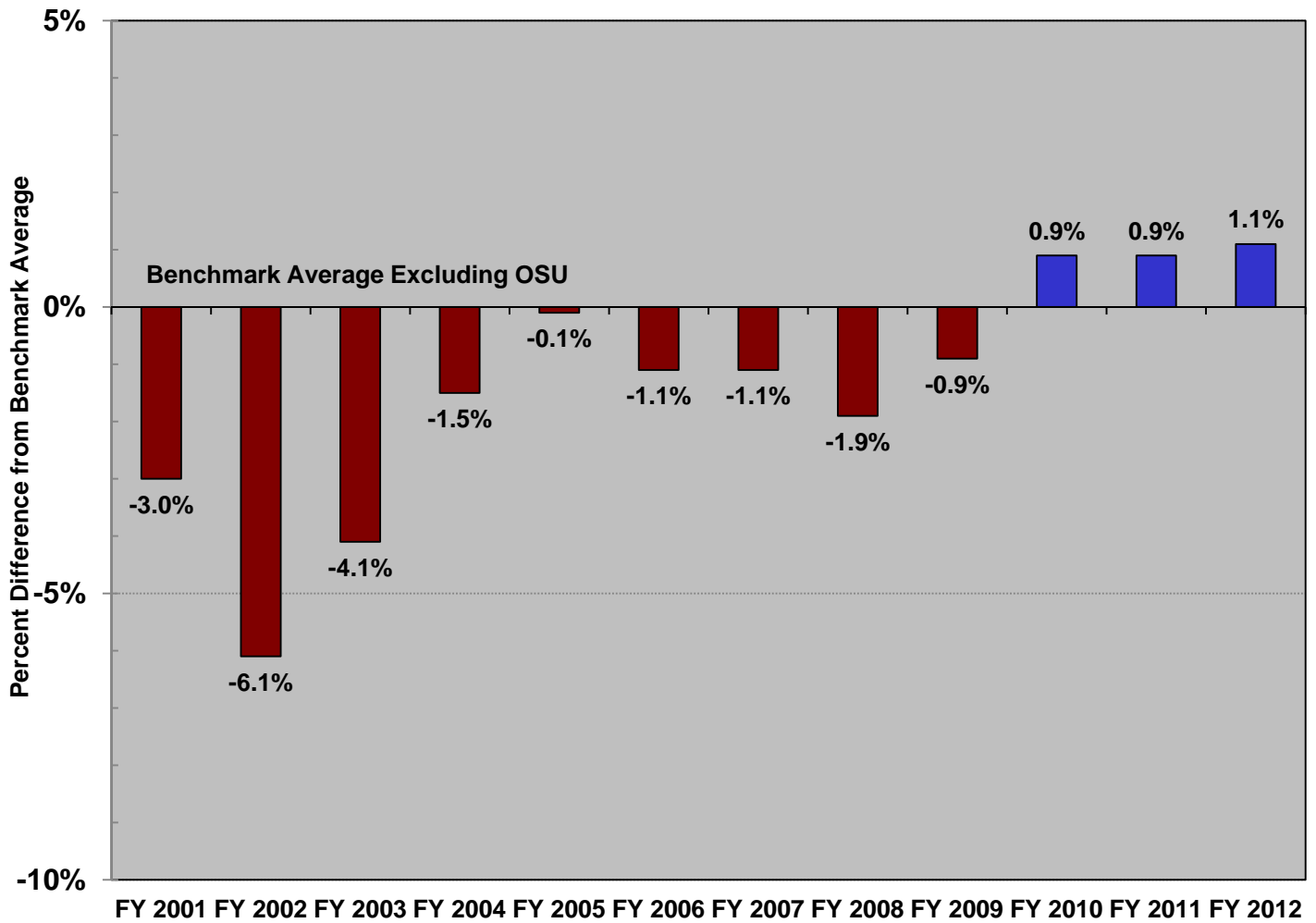
History of Ranking in Benchmark Institutions: 2001-02 to 2011-12





Regular Faculty Salaries FY 2001 through FY 2012

OSU Faculty Salaries Percent Difference from Benchmark Average



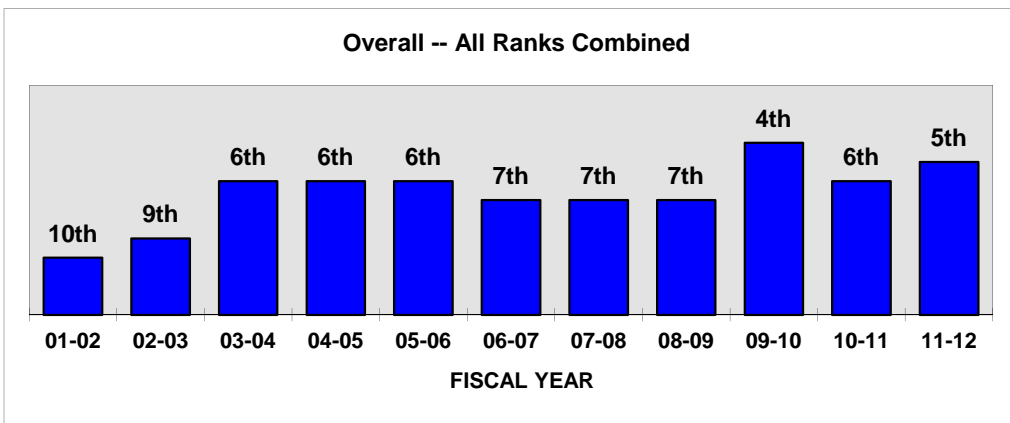
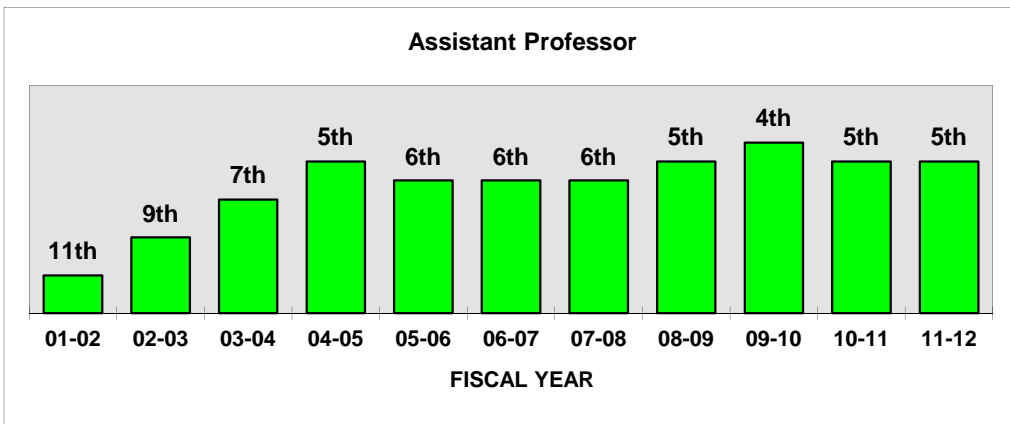
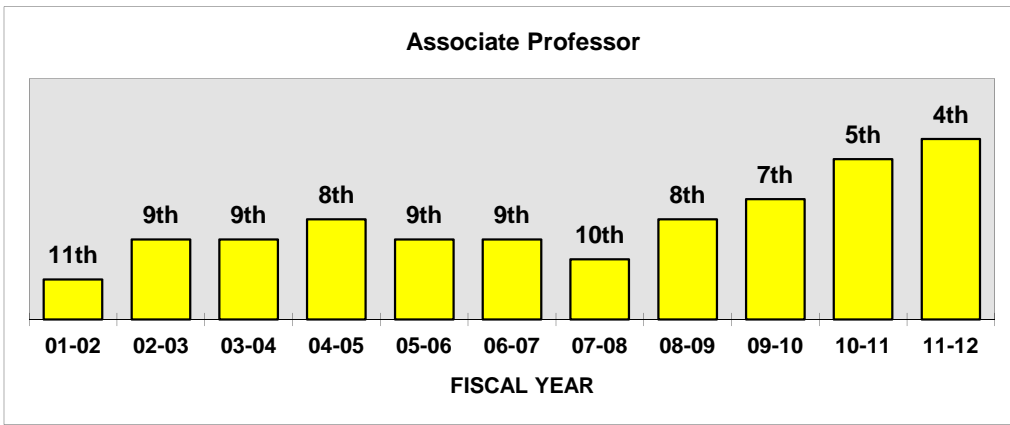
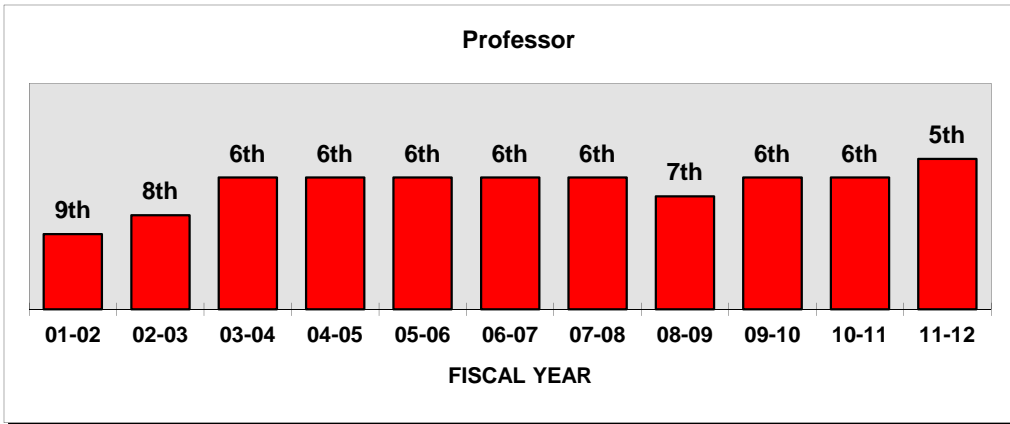
Note: Percentage > 0 indicates average salary above benchmark average.

Appendix B

The Ohio State University 2011-12 Faculty Salary Comparisons

CIC Institutions

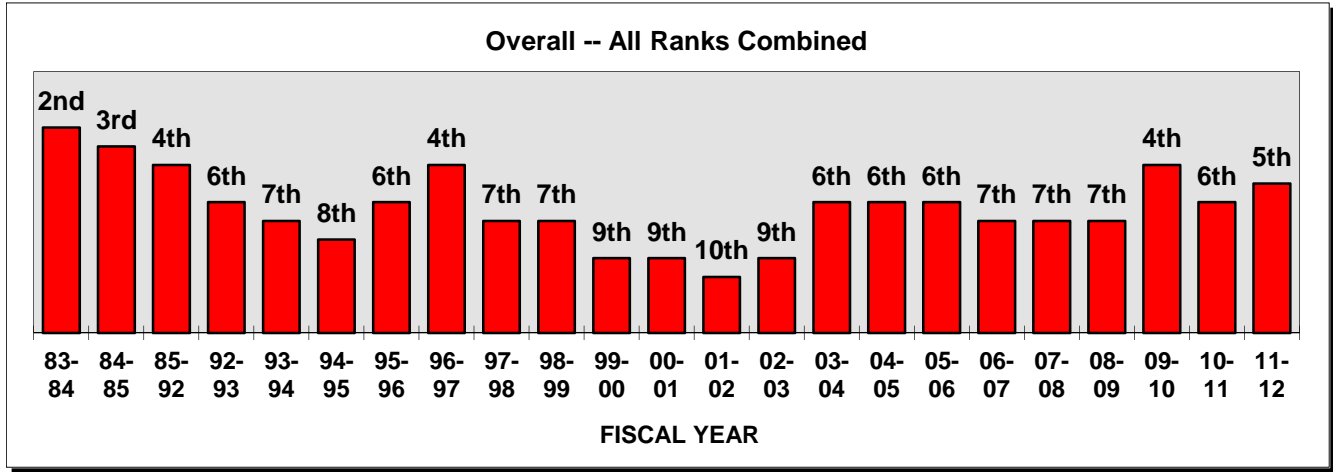
The Ohio State University History of Ranking in CIC: 2001-02 to 2011-12



Note: The number of CIC institutions increased to 13 in 2011 (addition of Nebraska)

The Ohio State University

History of Ranking in CIC: 1983-84 to 2011-12



Note: The number of CIC institutions increased to 13 in 2011 (addition of Nebraska)

Appendix C

The Ohio State University 2011-12 Faculty Salary Comparisons

AAU Institutions

**2011-12 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	STANFORD	155.31	195.44	131.21	109.80
2	HARVARD	153.09	198.37	120.91	109.76
3	COLUMBIA	151.96	197.80	125.05	98.96
4	U OF CHICAGO	148.99	197.79	114.12	102.57
5	PRINCETON	148.67	193.76	123.70	94.15
6	PENNSYLVANIA	145.09	181.60	117.78	112.32
7	CAL TECH	143.12	174.99	121.30	111.31
8	MIT	139.57	171.85	120.29	102.78
9	NEW YORK	138.76	182.37	106.07	99.71
10	DUKE	137.69	175.31	114.47	96.03
11	YALE	136.60	180.43	108.55	89.68
12	NORTHWESTERN	135.43	172.11	110.22	98.93
13	WASHINGTON UNIVERSITY	131.65	172.36	100.16	96.79
14	CORNELL-ENDOWED	131.37	161.80	113.02	96.96
15	UCLA	127.76	162.59	107.36	87.43
16	RICE	125.74	159.55	105.96	86.59
17	SOUTHERN CALIFORNIA	125.33	155.92	105.30	93.32
18	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
19	EMORY	123.55	157.97	101.63	86.53
20	BROWN	121.31	156.74	99.26	82.35
21	VANDERBILT	120.57	158.34	98.65	76.51
22	CARNEGIE-MELLON	118.59	141.98	98.88	101.13
23	MICHIGAN	118.13	148.78	98.21	85.80
24	RUTGERS	114.97	144.98	98.40	78.64
25	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
26	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
27	SUNY-STONY BROOK	113.23	140.48	99.51	78.09
28	ROCHESTER	112.74	133.81	97.20	93.46
29	VIRGINIA	112.66	141.63	94.99	80.27
30	CALIFORNIA-SAN DIEGO	112.31	140.74	90.91	87.01
31	MARYLAND	111.31	136.32	95.72	83.88
32	TEXAS	111.30	140.73	89.90	83.90
33	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
34	SUNY-BUFFALO	108.64	135.40	93.12	77.39
35	ILLINOIS	108.52	137.20	86.55	83.61
36	OHIO STATE	107.67	134.23	89.28	81.46
37	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
38	TULANE	107.30	140.22	86.56	71.53
39	BRANDEIS	106.84	130.05	90.51	84.36
40	PITTSBURGH	106.78	134.81	89.96	74.96
41	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
42	PENN STATE	105.52	132.06	89.16	76.11
43	CASE WESTERN RESERVE	104.62	131.16	85.76	79.18
44	INDIANA	103.43	128.39	87.05	77.38
45	COLORADO	103.27	125.51	90.26	77.49
46	IOWA	103.23	130.02	86.37	74.08
47	MICHIGAN STATE	102.58	128.56	89.24	69.49
48	PURDUE	102.35	125.09	87.11	79.07
49	MINNESOTA	102.26	125.71	86.01	79.15
50	WASHINGTON	101.73	122.69	88.29	79.34
51	TEXAS A&M	97.37	120.01	83.08	72.79
52	WISCONSIN	97.11	114.69	87.37	75.86
53	ARIZONA	96.46	119.89	81.85	70.77
54	FLORIDA	96.31	121.75	80.10	68.94
55	IOWA STATE	96.17	115.93	83.46	75.12
56	KANSAS	93.41	116.14	78.75	69.25
57	OREGON	92.99	112.25	79.62	74.03
58	MISSOURI	89.85	113.89	75.94	61.74
59	JOHNS HOPKINS				

2010-11 OVERALL RANKING	
1	HARVARD
2	STANFORD
3	COLUMBIA
4	U OF CHICAGO
5	PRINCETON
6	PENNSYLVANIA
7	CAL TECH
8	MIT
9	NEW YORK
10	NORTHWESTERN
11	YALE
12	CORNELL-ENDOWED
13	DUKE
14	WASHINGTON UNIVERSITY
15	RICE
16	SOUTHERN CALIFORNIA
17	EMORY
18	UCLA
19	CALIFORNIA-BERKELEY
20	BROWN
21	MICHIGAN
22	VANDERBILT
23	CARNEGIE-MELLON
24	RUTGERS
25	NORTH CAROLINA-CHAPEL HILL
26	GEORGIA TECH
27	SUNY-STONY BROOK
28	MARYLAND
29	TEXAS
30	VIRGINIA
31	SUNY-BUFFALO
32	CALIFORNIA-SAN DIEGO
33	ROCHESTER
34	PENN STATE
35	ILLINOIS
36	OHIO STATE
37	PITTSBURGH
38	CALIFORNIA-IRVINE
39	TULANE
40	CALIFORNIA-SANTA BARBARA
41	CASE WESTERN RESERVE
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43	CALIFORNIA-DAVIS
44	MINNESOTA
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46	MICHIGAN STATE
47	PURDUE
48	WASHINGTON
49	COLORADO
50	INDIANA
51	TEXAS A&M
52	WISCONSIN
53	FLORIDA
54	SYRACUSE
55	IOWA STATE
56	ARIZONA
57	KANSAS
58	NEBRASKA
59	OREGON
60	MISSOURI
61	JOHNS HOPKINS

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
Notes: Benchmark institutions are in bold type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
Number of U.S. AAU Institutions changed from 61 to 59 in 2011-12 (removal of Nebraska, Syracuse)

**2011-12 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	HARVARD	153.09	198.37	120.91	109.76
2	COLUMBIA	151.96	197.80	125.05	98.96
3	U OF CHICAGO	148.99	197.79	114.12	102.57
4	STANFORD	155.31	195.44	131.21	109.80
5	PRINCETON	148.67	193.76	123.70	94.15
6	NEW YORK	138.76	182.37	106.07	99.71
7	PENNSYLVANIA	145.09	181.60	117.78	112.32
8	YALE	136.60	180.43	108.55	89.68
9	DUKE	137.69	175.31	114.47	96.03
10	CAL TECH	143.12	174.99	121.30	111.31
11	WASHINGTON UNIVERSITY	131.65	172.36	100.16	96.79
12	NORTHWESTERN	135.43	172.11	110.22	98.93
13	MIT	139.57	171.85	120.29	102.78
14	UCLA	127.76	162.59	107.36	87.43
15	CORNELL-ENDOWED	131.37	161.80	113.02	96.96
16	RICE	125.74	159.55	105.96	86.59
17	VANDERBILT	120.57	158.34	98.65	76.51
18	EMORY	123.55	157.97	101.63	86.53
19	BROWN	121.31	156.74	99.26	82.35
20	SOUTHERN CALIFORNIA	125.33	155.92	105.30	93.32
21	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
22	MICHIGAN	118.13	148.78	98.21	85.80
23	RUTGERS	114.97	144.98	98.40	78.64
24	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
25	CARNEGIE-MELLON	118.59	141.98	98.88	101.13
26	VIRGINIA	112.66	141.63	94.99	80.27
27	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
28	CALIFORNIA-SAN DIEGO	112.31	140.74	90.91	87.01
29	TEXAS	111.30	140.73	89.90	83.90
30	SUNY-STONY BROOK	113.23	140.48	99.51	78.09
31	TULANE	107.30	140.22	86.56	71.53
32	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
33	ILLINOIS	108.52	137.20	86.55	83.61
34	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
35	MARYLAND	111.31	136.32	95.72	83.88
36	SUNY-BUFFALO	108.64	135.40	93.12	77.39
37	PITTSBURGH	106.78	134.81	89.96	74.96
38	OHIO STATE	107.67	134.23	89.28	81.46
39	ROCHESTER	112.74	133.81	97.20	93.46
40	PENN STATE	105.52	132.06	89.16	76.11
41	CASE WESTERN RESERVE	104.62	131.16	85.76	79.18
42	BRANDEIS	106.84	130.05	90.51	84.36
43	IOWA	103.23	130.02	86.37	74.08
44	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
45	MICHIGAN STATE	102.58	128.56	89.24	69.49
46	INDIANA	103.43	128.39	87.05	77.38
47	MINNESOTA	102.26	125.71	86.01	79.15
48	COLORADO	103.27	125.51	90.26	77.49
49	PURDUE	102.35	125.09	87.11	79.07
50	WASHINGTON	101.73	122.69	88.29	79.34
51	FLORIDA	96.31	121.75	80.10	68.94
52	TEXAS A&M	97.37	120.01	83.08	72.79
53	ARIZONA	96.46	119.89	81.85	70.77
54	KANSAS	93.41	116.14	78.75	69.25
55	IOWA STATE	96.17	115.93	83.46	75.12
56	WISCONSIN	97.11	114.69	87.37	75.86
57	MISSOURI	89.85	113.89	75.94	61.74
58	OREGON	92.99	112.25	79.62	74.03
59	JOHNS HOPKINS				

2010-11 PROFESSOR RANKING	
1	HARVARD
2	COLUMBIA
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4	STANFORD
5	PRINCETON
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12	WASHINGTON UNIVERSITY
13	DUKE
14	CORNELL-ENDOWED
15	RICE
16	EMORY
17	UCLA
18	VANDERBILT
19	SOUTHERN CALIFORNIA
20	BROWN
21	CALIFORNIA-BERKELEY
22	MICHIGAN
23	NORTH CAROLINA-CHAPEL HILL
24	RUTGERS
25	GEORGIA TECH
26	CARNEGIE-MELLON
27	SUNY-STONY BROOK
28	VIRGINIA
29	TEXAS
30	CALIFORNIA-SAN DIEGO
31	SUNY-BUFFALO
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34	ILLINOIS
35	PENN STATE
36	PITTSBURGH
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39	OHIO STATE
40	ROCHESTER
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42	IOWA
43	MICHIGAN STATE
44	BRANDEIS
45	CALIFORNIA-DAVIS
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47	FLORIDA
48	PURDUE
49	INDIANA
50	TEXAS A&M
51	COLORADO
52	WASHINGTON
53	KANSAS
54	ARIZONA
55	SYRACUSE
56	IOWA STATE
57	WISCONSIN
58	NEBRASKA
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60	OREGON
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**2011-12 Average Faculty Salaries (In Thousands)
AAU Institutions**

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4	CAL TECH	143.12	174.99	121.30	111.31
5	HARVARD	153.09	198.37	120.91	109.76
6	MIT	139.57	171.85	120.29	102.78
7	PENNSYLVANIA	145.09	181.60	117.78	112.32
8	DUKE	137.69	175.31	114.47	96.03
9	U OF CHICAGO	148.99	197.79	114.12	102.57
10	CORNELL-ENDOWED	131.37	161.80	113.02	96.96
11	NORTHWESTERN	135.43	172.11	110.22	98.93
12	YALE	136.60	180.43	108.55	89.68
13	UCLA	127.76	162.59	107.36	87.43
14	NEW YORK	138.76	182.37	106.07	99.71
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25	MICHIGAN	118.13	148.78	98.21	85.80
26	ROCHESTER	112.74	133.81	97.20	93.46
27	MARYLAND	111.31	136.32	95.72	83.88
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29	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
30	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
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36	PITTSBURGH	106.78	134.81	89.96	74.96
37	TEXAS	111.30	140.73	89.90	83.90
38	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
39	OHIO STATE	107.67	134.23	89.28	81.46
40	MICHIGAN STATE	102.58	128.56	89.24	69.49
41	PENN STATE	105.52	132.06	89.16	76.11
42	WASHINGTON	101.73	122.69	88.29	79.34
43	WISCONSIN	97.11	114.69	87.37	75.86
44	PURDUE	102.35	125.09	87.11	79.07
45	INDIANA	103.43	128.39	87.05	77.38
46	TULANE	107.30	140.22	86.56	71.53
47	ILLINOIS	108.52	137.20	86.55	83.61
48	IOWA	103.23	130.02	86.37	74.08
49	MINNESOTA	102.26	125.71	86.01	79.15
50	CASE WESTERN RESERVE	104.62	131.16	85.76	79.18
51	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
52	IOWA STATE	96.17	115.93	83.46	75.12
53	TEXAS A&M	97.37	120.01	83.08	72.79
54	ARIZONA	96.46	119.89	81.85	70.77
55	FLORIDA	96.31	121.75	80.10	68.94
56	OREGON	92.99	112.25	79.62	74.03
57	KANSAS	93.41	116.14	78.75	69.25
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NO DATA REPORTED SINCE 2007-08

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1	STANFORD
2	COLUMBIA
3	PRINCETON
4	HARVARD
5	MIT
6	PENNSYLVANIA
7	CAL TECH
8	CORNELL-ENDOWED
9	U OF CHICAGO
10	RICE
11	NORTHWESTERN
12	DUKE
13	NEW YORK
14	YALE
15	SOUTHERN CALIFORNIA
16	CALIFORNIA-BERKELEY
17	UCLA
18	EMORY
19	WASHINGTON UNIVERSITY
20	SUNY-STONY BROOK
21	CARNEGIE-MELLON
22	BROWN
23	RUTGERS
24	VANDERBILT
25	MICHIGAN
26	MARYLAND
27	GEORGIA TECH
28	NORTH CAROLINA-CHAPEL HILL
29	SUNY-BUFFALO
30	VIRGINIA
31	ROCHESTER
32	PENN STATE
33	TEXAS
34	CALIFORNIA-SAN DIEGO
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AAU Institutions**

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2	CAL TECH	143.12	174.99	121.30	111.31
3	STANFORD	155.31	195.44	131.21	109.80
4	HARVARD	153.09	198.37	120.91	109.76
5	MIT	139.57	171.85	120.29	102.78
6	U OF CHICAGO	148.99	197.79	114.12	102.57
7	CARNEGIE-MELLON	118.59	141.98	98.88	101.13
8	NEW YORK	138.76	182.37	106.07	99.71
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10	NORTHWESTERN	135.43	172.11	110.22	98.93
11	CORNELL-ENDOWED	131.37	161.80	113.02	96.96
12	WASHINGTON UNIVERSITY	131.65	172.36	100.16	96.79
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25	BRANDEIS	106.84	130.05	90.51	84.36
26	TEXAS	111.30	140.73	89.90	83.90
27	MARYLAND	111.31	136.32	95.72	83.88
28	ILLINOIS	108.52	137.20	86.55	83.61
29	BROWN	121.31	156.74	99.26	82.35
30	OHIO STATE	107.67	134.23	89.28	81.46
31	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
32	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
33	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
34	VIRGINIA	112.66	141.63	94.99	80.27
35	WASHINGTON	101.73	122.69	88.29	79.34
36	CASE WESTERN RESERVE	104.62	131.16	85.76	79.18
37	MINNESOTA	102.26	125.71	86.01	79.15
38	PURDUE	102.35	125.09	87.11	79.07
39	RUTGERS	114.97	144.98	98.40	78.64
40	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
41	SUNY-STONY BROOK	113.23	140.48	99.51	78.09
42	COLORADO	103.27	125.51	90.26	77.49
43	SUNY-BUFFALO	108.64	135.40	93.12	77.39
44	INDIANA	103.43	128.39	87.05	77.38
45	VANDERBILT	120.57	158.34	98.65	76.51
46	PENN STATE	105.52	132.06	89.16	76.11
47	WISCONSIN	97.11	114.69	87.37	75.86
48	IOWA STATE	96.17	115.93	83.46	75.12
49	PITTSBURGH	106.78	134.81	89.96	74.96
50	IOWA	103.23	130.02	86.37	74.08
51	OREGON	92.99	112.25	79.62	74.03
52	TEXAS A&M	97.37	120.01	83.08	72.79
53	TULANE	107.30	140.22	86.56	71.53
54	ARIZONA	96.46	119.89	81.85	70.77
55	MICHIGAN STATE	102.58	128.56	89.24	69.49
56	KANSAS	93.41	116.14	78.75	69.25
57	FLORIDA	96.31	121.75	80.10	68.94
58	MISSOURI	89.85	113.89	75.94	61.74
59	JOHNS HOPKINS				

NO DATA REPORTED SINCE 2007-08

2010-11 ASSISTANT PROFESSOR RANKING	
1	CAL TECH
2	PENNSYLVANIA
3	HARVARD
4	STANFORD
5	U OF CHICAGO
6	MIT
7	COLUMBIA
8	NORTHWESTERN
9	CORNELL-ENDOWED
10	CARNEGIE-MELLON
11	NEW YORK
12	SOUTHERN CALIFORNIA
13	PRINCETON
14	WASHINGTON UNIVERSITY
15	ROCHESTER
16	CALIFORNIA-BERKELEY
17	YALE
18	DUKE
19	RICE
20	GEORGIA TECH
21	EMORY
22	MICHIGAN
23	UCLA
24	MARYLAND
25	TEXAS
26	NORTH CAROLINA-CHAPEL HILL
27	BROWN
28	CALIFORNIA-SAN DIEGO
29	ILLINOIS
30	BRANDEIS
31	OHIO STATE
32	RUTGERS
33	CALIFORNIA-DAVIS
34	SUNY-STONY BROOK
35	MINNESOTA
36	CALIFORNIA-IRVINE
37	WASHINGTON
38	PURDUE
39	SUNY-BUFFALO
40	CALIFORNIA-SANTA BARBARA
41	VIRGINIA
42	PENN STATE
43	WISCONSIN
44	VANDERBILT
45	COLORADO
46	CASE WESTERN RESERVE
47	TEXAS A&M
48	IOWA STATE
49	INDIANA
50	IOWA
51	PITTSBURGH
52	OREGON
53	SYRACUSE
54	TULANE
55	MICHIGAN STATE
56	NEBRASKA
57	FLORIDA
58	ARIZONA
59	KANSAS
60	MISSOURI
61	JOHNS HOPKINS

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
Notes: Benchmark institutions are in bold type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
Number of U.S. AAU Institutions changed from 61 to 59 in 2011-12 (removal of Nebraska, Syracuse)

2011-12 Average Faculty Salaries (In Thousands)

Public AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	127.76	162.59	107.36	87.43
2	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
3	MICHIGAN	118.13	148.78	98.21	85.80
4	RUTGERS	114.97	144.98	98.40	78.64
5	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
6	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
7	SUNY-STONY BROOK	113.23	140.48	99.51	78.09
8	VIRGINIA	112.66	141.63	94.99	80.27
9	CALIFORNIA-SAN DIEGO	112.31	140.74	90.91	87.01
10	MARYLAND	111.31	136.32	95.72	83.88
11	TEXAS	111.30	140.73	89.90	83.90
12	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
13	SUNY-BUFFALO	108.64	135.40	93.12	77.39
14	ILLINOIS	108.52	137.20	86.55	83.61
15	OHIO STATE	107.67	134.23	89.28	81.46
16	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
17	PITTSBURGH	106.78	134.81	89.96	74.96
18	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
19	PENN STATE	105.52	132.06	89.16	76.11
20	INDIANA	103.43	128.39	87.05	77.38
21	COLORADO	103.27	125.51	90.26	77.49
22	IOWA	103.23	130.02	86.37	74.08
23	MICHIGAN STATE	102.58	128.56	89.24	69.49
24	PURDUE	102.35	125.09	87.11	79.07
25	MINNESOTA	102.26	125.71	86.01	79.15
26	WASHINGTON	101.73	122.69	88.29	79.34
27	TEXAS A&M	97.37	120.01	83.08	72.79
28	WISCONSIN	97.11	114.69	87.37	75.86
29	ARIZONA	96.46	119.89	81.85	70.77
30	FLORIDA	96.31	121.75	80.10	68.94
31	IOWA STATE	96.17	115.93	83.46	75.12
32	KANSAS	93.41	116.14	78.75	69.25
33	OREGON	92.99	112.25	79.62	74.03
34	MISSOURI	89.85	113.89	75.94	61.74

2010-11 RANKING	
1	UCLA
2	CALIFORNIA-BERKELEY
3	MICHIGAN
4	RUTGERS
5	NORTH CAROLINA-CHAPEL HILL
6	GEORGIA TECH
7	SUNY-STONY BROOK
8	MARYLAND
9	TEXAS
10	VIRGINIA
11	SUNY-BUFFALO
12	CALIFORNIA-SAN DIEGO
13	PENN STATE
14	ILLINOIS
15	OHIO STATE
16	PITTSBURGH
17	CALIFORNIA-IRVINE
18	CALIFORNIA-SANTA BARBARA
19	CALIFORNIA-DAVIS
20	MINNESOTA
21	IOWA
22	MICHIGAN STATE
23	PURDUE
24	WASHINGTON
25	COLORADO
26	INDIANA
27	TEXAS A&M
28	WISCONSIN
29	FLORIDA
30	IOWA STATE
31	ARIZONA
32	KANSAS
33	NEBRASKA
34	OREGON
35	MISSOURI

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

Notes: Benchmark institutions are in bold type. Canadian institution University of Toronto is excluded.

Overall salaries are a weighted average of rank salaries using Ohio States rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Number of U.S. Public AAU Institutions changed from 35 to 34 in 2011-12 (removal of Nebraska)

2011-12 Average Faculty Salaries (In Thousands)

Ohio State and Private AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	STANFORD	155.31	195.44	131.21	109.80
2	HARVARD	153.09	198.37	120.91	109.76
3	COLUMBIA	151.96	197.80	125.05	98.96
4	U OF CHICAGO	148.99	197.79	114.12	102.57
5	PRINCETON	148.67	193.76	123.70	94.15
6	PENNSYLVANIA	145.09	181.60	117.78	112.32
7	CAL TECH	143.12	174.99	121.30	111.31
8	MIT	139.57	171.85	120.29	102.78
9	NEW YORK	138.76	182.37	106.07	99.71
10	DUKE	137.69	175.31	114.47	96.03
11	YALE	136.60	180.43	108.55	89.68
12	NORTHWESTERN	135.43	172.11	110.22	98.93
13	WASHINGTON UNIVERSITY	131.65	172.36	100.16	96.79
14	CORNELL-ENDOWED	131.37	161.80	113.02	96.96
15	RICE	125.74	159.55	105.96	86.59
16	SOUTHERN CALIFORNIA	125.33	155.92	105.30	93.32
17	EMORY	123.55	157.97	101.63	86.53
18	BROWN	121.31	156.74	99.26	82.35
19	VANDERBILT	120.57	158.34	98.65	76.51
20	CARNEGIE-MELLON	118.59	141.98	98.88	101.13
21	ROCHESTER	112.74	133.81	97.20	93.46
22	OHIO STATE	107.67	134.23	89.28	81.46
23	TULANE	107.30	140.22	86.56	71.53
24	BRANDEIS	106.84	130.05	90.51	84.36
25	CASE WESTERN RESERVE	104.62	131.16	85.76	79.18
NO DATA REPORTED SINCE 2007-08					

2010-11 RANKING	
1	HARVARD
2	STANFORD
3	COLUMBIA
4	U OF CHICAGO
5	PRINCETON
6	PENNSYLVANIA
7	CAL TECH
8	MIT
9	NEW YORK
10	NORTHWESTERN
11	YALE
12	CORNELL-ENDOWED
13	DUKE
14	WASHINGTON UNIVERSITY
15	RICE
16	SOUTHERN CALIFORNIA
17	EMORY
18	BROWN
19	VANDERBILT
20	CARNEGIE-MELLON
21	ROCHESTER
22	OHIO STATE
23	TULANE
24	CASE WESTERN RESERVE
25	BRANDEIS
26	SYRACUSE
27	JOHNS HOPKINS

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

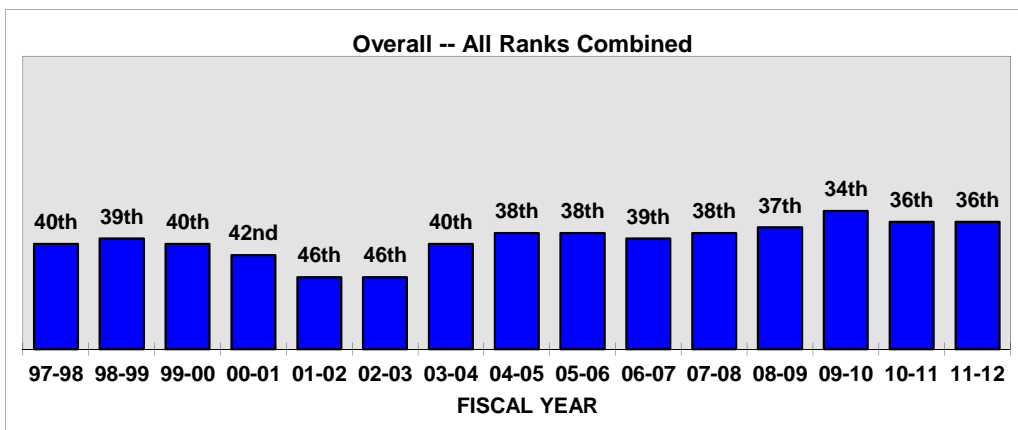
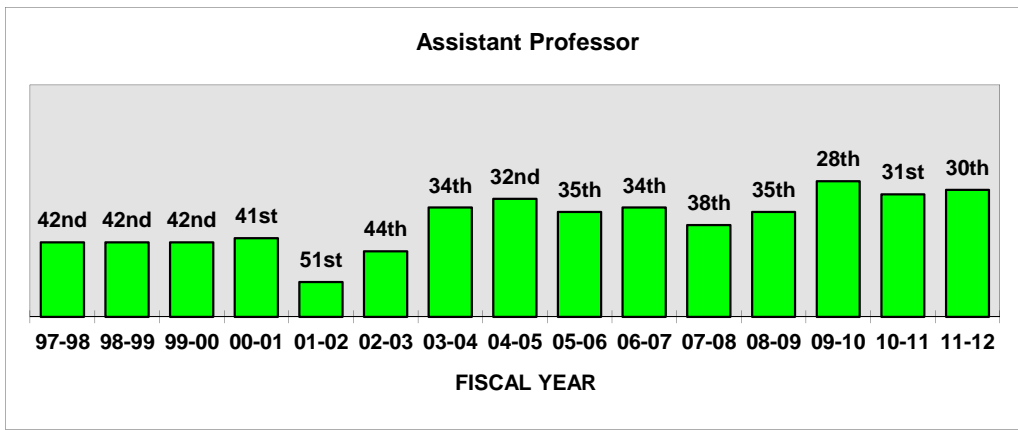
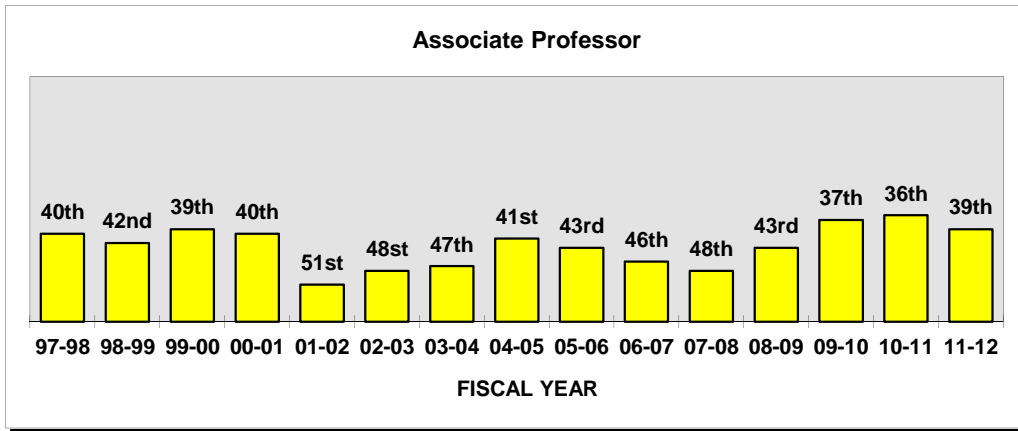
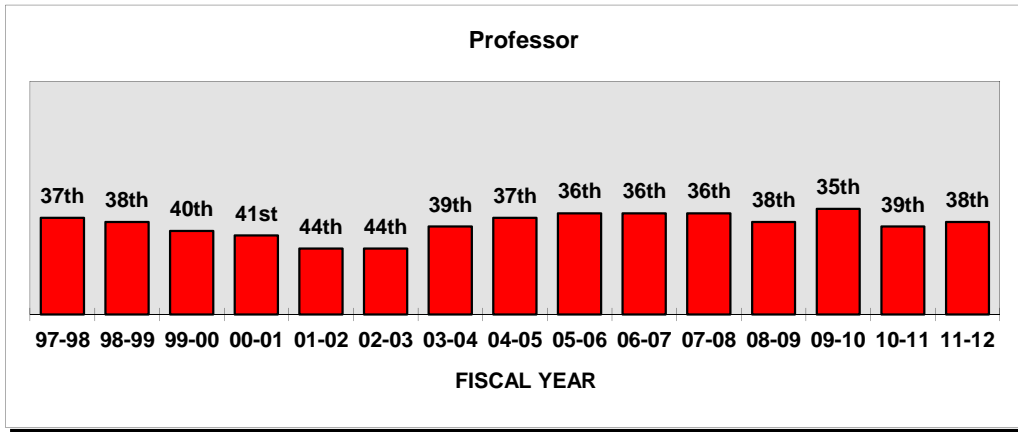
Notes: Canadian institution McGill is excluded.

Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

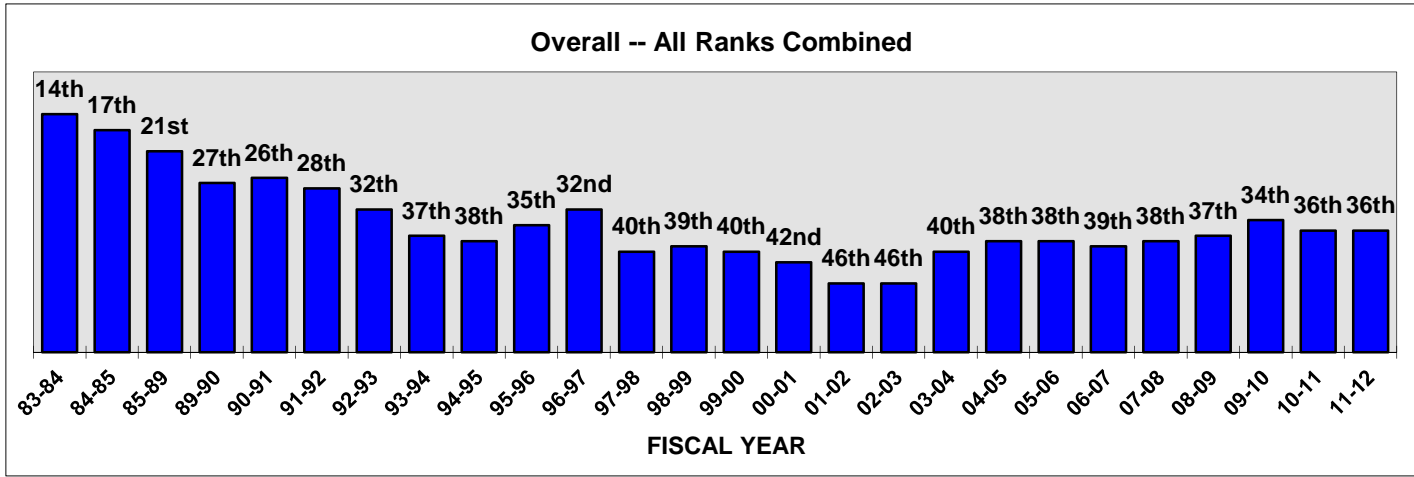
Number of U.S. Private AAU institutions changed from 27 to 26 in 2011-12 (removal of Syracuse)

History of Ranking in AAU: 1997-98 to 2011-12



Note: Number of U.S. AAU institutions changed in the following years: 56 to 60 in 1996-97 (addition of Cal-Davis, Cal-Irvine, Cal-Santa Barbara, Emory); 60 to 61 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook; removal of Clark); 61 to 60 in 2002-03 (removal of Catholic University); 60 to 61 in 2010-11 (addition of Georgia Tech); 61 to 59 in 2011-12 (removal of Nebraska, Syracuse)

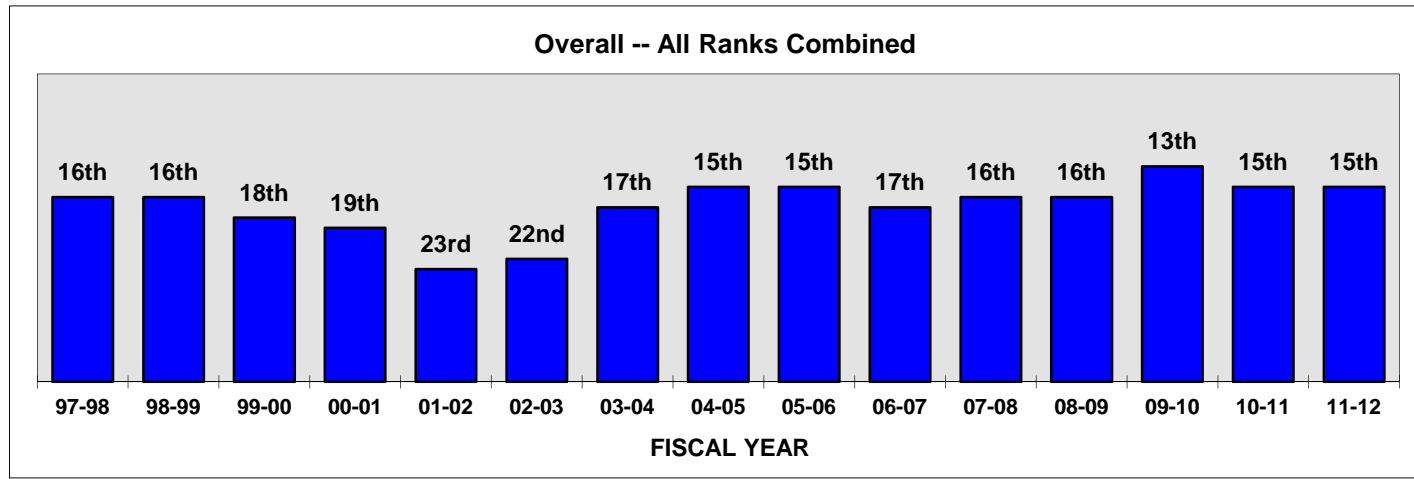
History of Ranking in AAU: 1983-84 to 2011-12



Note: Number of U.S. AAU institutions changed in the following years:

- 56 to 60 in 1996-97 (addition of Cal-Davis, Cal-Irvine, Cal-Santa Barbara, Emory)
- 60 to 61 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook; removal of Clark)
- 61 to 60 in 2002-03 (removal of Catholic University)
- 60 to 61 in 2010-11 (addition of Georgia Tech)
- 61 to 59 in 2011-12 (removal of Nebraska, Syracuse)

History of Ranking in Public AAU Institutions 1996-97 to 2010-11



Note: Number of U.S. Public AAU institutions changed in the following years:

32 to 34 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook)

34 to 35 in 2010-11 (addition of Georgia Tech)

35 to 34 in 2011-12 (removal of Nebraska)

Appendix D

**The Ohio State University
2011-12 Faculty Salary Comparisons**

Top 25 Public Institutions

**2011-12 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	127.76	162.59	107.36	87.43
2	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
3	MICHIGAN	118.13	148.78	98.21	85.80
4	RUTGERS	114.97	144.98	98.40	78.64
5	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
6	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
7	VIRGINIA	112.66	141.63	94.99	80.27
8	CALIFORNIA-SAN DIEGO	112.31	140.74	90.91	87.01
9	MARYLAND	111.31	136.32	95.72	83.88
10	TEXAS	111.30	140.73	89.90	83.90
11	CONNECTICUT	109.22	139.09	92.30	73.70
12	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
13	ILLINOIS	108.52	137.20	86.55	83.61
14	OHIO STATE	107.67	134.23	89.28	81.46
15	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
16	PITTSBURGH	106.78	134.81	89.96	74.96
17	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
18	PENN STATE	105.52	132.06	89.16	76.11
19	PURDUE	102.35	125.09	87.11	79.07
20	MINNESOTA	102.26	125.71	86.01	79.15
21	WASHINGTON	101.73	122.69	88.29	79.34
22	TEXAS A&M	97.37	120.01	83.08	72.79
23	WISCONSIN	97.11	114.69	87.37	75.86
24	WILLIAM & MARY	96.72	117.60	87.03	68.48
25	FLORIDA	96.31	121.75	80.10	68.94
26	GEORGIA	91.12	107.81	79.15	75.33
27	CLEMSON	90.08	107.98	79.04	70.25
Average Excluding OSU:		107.21	133.33	90.39	79.41

2012 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
	WASHINGTON
	WISCONSIN
13	PENN STATE
	CALIFORNIA-IRVINE
	ILLINOIS
	TEXAS
17	OHIO STATE
	MARYLAND
19	TEXAS A&M
	CONNECTICUT
	FLORIDA
	PITTSBURGH
23	PURDUE
	GEORGIA
25	CLEMSON
	RUTGERS
	MINNESOTA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12

U.S. News 2012 Best Colleges rankings, Top Public Schools, National Universities

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Benchmark institutions are in **bold** type.

2011-12 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	127.76	162.59	107.36	87.43
2	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
3	MICHIGAN	118.13	148.78	98.21	85.80
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26	CLEMSON	90.08	107.98	79.04	70.25
27	GEORGIA	91.12	107.81	79.15	75.33
Average Excluding OSU:		107.21	133.33	90.39	79.41

2012 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
	WASHINGTON
	WISCONSIN
13	PENN STATE
	CALIFORNIA-IRVINE
	ILLINOIS
	TEXAS
17	OHIO STATE
	MARYLAND
19	TEXAS A&M
	CONNECTICUT
	FLORIDA
	PITTSBURGH
23	PURDUE
	GEORGIA
25	CLEMSON
	RUTGERS
	MINNESOTA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
U.S. News 2012 Best Colleges rankings, Top Public Schools, National Universities
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
Benchmark institutions are in **bold** type.

2011-12 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	127.76	162.59	107.36	87.43
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2012 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
	WASHINGTON
	WISCONSIN
13	PENN STATE
	CALIFORNIA-IRVINE
	ILLINOIS
	TEXAS
17	OHIO STATE
	MARYLAND
19	TEXAS A&M
	CONNECTICUT
	FLORIDA
	PITTSBURGH
23	PURDUE
	GEORGIA
25	CLEMSON
	RUTGERS
	MINNESOTA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
U.S. News 2012 Best Colleges rankings, Top Public Schools, National Universities

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
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Benchmark institutions are in **bold** type.

2011-12 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	CALIFORNIA-BERKELEY	124.01	154.04	104.55	92.25
2	UCLA	127.76	162.59	107.36	87.43
3	CALIFORNIA-SAN DIEGO	112.31	140.74	90.91	87.01
4	GEORGIA INSTITUTE OF TECH	113.78	141.34	94.56	86.81
5	MICHIGAN	118.13	148.78	98.21	85.80
6	TEXAS	111.30	140.73	89.90	83.90
7	MARYLAND	111.31	136.32	95.72	83.88
8	ILLINOIS	108.52	137.20	86.55	83.61
9	OHIO STATE	107.67	134.23	89.28	81.46
10	CALIFORNIA-DAVIS	105.94	129.37	90.63	81.35
11	CALIFORNIA-IRVINE	108.94	137.03	89.83	80.68
12	NORTH CAROLINA-CHAPEL HILL	113.63	143.98	94.61	80.47
13	VIRGINIA	112.66	141.63	94.99	80.27
14	WASHINGTON	101.73	122.69	88.29	79.34
15	MINNESOTA	102.26	125.71	86.01	79.15
16	PURDUE	102.35	125.09	87.11	79.07
17	RUTGERS	114.97	144.98	98.40	78.64
18	CALIFORNIA-SANTA BARBARA	107.65	138.61	85.36	78.45
19	PENN STATE	105.52	132.06	89.16	76.11
20	WISCONSIN	97.11	114.69	87.37	75.86
21	GEORGIA	91.12	107.81	79.15	75.33
22	PITTSBURGH	106.78	134.81	89.96	74.96
23	CONNECTICUT	109.22	139.09	92.30	73.70
24	TEXAS A&M	97.37	120.01	83.08	72.79
25	CLEMSON	90.08	107.98	79.04	70.25
26	FLORIDA	96.31	121.75	80.10	68.94
27	WILLIAM & MARY	96.72	117.60	87.03	68.48
Average Excluding OSU:		107.21	133.33	90.39	79.41

2012 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
	WASHINGTON
	WISCONSIN
13	PENN STATE
	CALIFORNIA-IRVINE
	ILLINOIS
	TEXAS
17	OHIO STATE
	MARYLAND
19	TEXAS A&M
	CONNECTICUT
	FLORIDA
	PITTSBURGH
23	PURDUE
	GEORGIA
25	CLEMSON
	RUTGERS
	MINNESOTA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
U.S. News 2012 Best Colleges rankings, Top Public Schools, National Universities
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
Benchmark institutions are in **bold** type.

APPENDIX E

**The Ohio State University
2011-12 Faculty Salary Comparisons**

Living Cost Adjustments

The Ohio State University
2011-12 Average Faculty Salaries (In Thousands)
AAU Institutions
Living Cost Adjusted

AAU Institution	Living Cost	Adjusted by Index		Unadjusted	
	Index	Overall	Rank	Overall	Rank
DUKE	98.5	\$139.78	1	\$137.69	10
WASHINGTON UNIVERSITY	101.4	\$129.83	2	\$131.65	13
VANDERBILT	93.4	\$129.09	3	\$120.57	21
U OF CHICAGO	115.7	\$128.77	4	\$148.99	4
CORNELL-ENDOWED	103.7	\$126.68	5	\$131.37	14
PENNSYLVANIA	115.1	\$126.06	6	\$145.09	6
RICE	100.2	\$125.49	7	\$125.74	16
EMORY	100.0	\$123.55	8	\$123.55	19
PRINCETON	120.7	\$123.17	9	\$148.67	5
YALE	114.3	\$119.51	10	\$136.60	11
MICHIGAN	101.1	\$116.84	11	\$118.13	23
NORTH CAROLINA-CHAPEL HILL	98.5	\$115.36	12	\$113.63	26
COLUMBIA	131.9	\$115.20	13	\$151.96	3
HARVARD	133.5	\$114.68	14	\$153.09	2
PURDUE	89.9	\$113.84	15	\$102.35	48
GEORGIA INSTITUTE OF TECH	100.0	\$113.78	16	\$113.78	25
BROWN	107.1	\$113.27	17	\$121.31	20
INDIANA	92.2	\$112.18	18	\$103.43	44
CARNEGIE-MELLON	107.4	\$110.42	19	\$118.59	22
ILLINOIS	98.3	\$110.40	20	\$108.52	35
ROCHESTER	102.5	\$109.99	21	\$112.74	28
TEXAS A&M	89.3	\$109.03	22	\$97.37	51
VIRGINIA	103.5	\$108.85	23	\$112.66	29
MICHIGAN STATE	94.9	\$108.09	24	\$102.58	47
OHIO STATE	100.0	\$107.67	25	\$107.67	36
SUNY-BUFFALO	101.8	\$106.71	26	\$108.64	34
TEXAS	104.8	\$106.20	27	\$111.30	32
NORTHWESTERN	128.3	\$105.56	28	\$135.43	12
IOWA	97.8	\$105.55	29	\$103.23	46
CAL TECH	135.6	\$105.55	30	\$143.12	7
TULANE	101.8	\$105.40	31	\$107.30	38
MIT	133.5	\$104.55	32	\$139.57	8
PENN STATE	101.0	\$104.48	33	\$105.52	42
CASE WESTERN RESERVE	100.7	\$103.89	34	\$104.62	43
MINNESOTA	101.3	\$100.95	35	\$102.26	49
PITTSBURGH	107.4	\$99.42	36	\$106.78	40
FLORIDA	97.2	\$99.08	37	\$96.31	54
STANFORD	156.9	\$98.99	38	\$155.31	1
MISSOURI	90.9	\$98.84	39	\$89.85	58
WISCONSIN	98.6	\$98.49	40	\$97.11	52
IOWA STATE	98.7	\$97.44	41	\$96.17	55
COLORADO	107.1	\$96.42	42	\$103.27	45
CALIFORNIA-SAN DIEGO	116.6	\$96.32	43	\$112.31	30
CALIFORNIA-DAVIS	110.2	\$96.13	44	\$105.94	41
KANSAS	97.2	\$96.10	45	\$93.41	56
MARYLAND	118.5	\$93.94	46	\$111.31	31
ARIZONA	103.4	\$93.29	47	\$96.46	53
OREGON	101.8	\$91.34	48	\$92.99	57
SOUTHERN CALIFORNIA	137.3	\$91.28	49	\$125.33	17
WASHINGTON	113.2	\$89.87	50	\$101.73	50
UCLA	142.9	\$89.41	51	\$127.76	15
CALIFORNIA-BERKELEY	140.3	\$88.39	52	\$124.01	18
RUTGERS	132.9	\$86.51	53	\$114.97	24
CALIFORNIA-IRVINE	133.5	\$81.60	54	\$108.94	33
BRANDEIS	133.5	\$80.03	55	\$106.84	39
SUNY-STONY BROOK	143.2	\$79.07	56	\$113.23	27
CALIFORNIA-SANTA BARBARA	164.0	\$65.64	57	\$107.65	37
NEW YORK	223.5	\$62.08	58	\$138.76	9
JOHNS HOPKINS*	102.5	N/A		N/A	

2010-11 Adjusted	
AAU Institution	Rank
DUKE	1
WASHINGTON UNIVERSITY	2
RICE	3
VANDERBILT	4
U OF CHICAGO	5
CORNELL-ENDOWED	6
PENNSYLVANIA	7
EMORY	8
PRINCETON	9
YALE	10
MICHIGAN	11
NORTH CAROLINA-CHAPEL HILL	12
GEORGIA TECH	13
HARVARD	14
COLUMBIA	15
PURDUE	16
BROWN	17
TEXAS A&M	18
CARNEGIE-MELLON	19
ILLINOIS	20
SUNY-BUFFALO	21
INDIANA	22
MICHIGAN STATE	23
ROCHESTER	24
OHIO STATE	25
PENN STATE	26
VIRGINIA	27
NORTHWESTERN	28
TEXAS	29
IOWA	30
TULANE	31
CAL TECH	32
CASE WESTERN RESERVE	33
MIT	34
MINNESOTA	35
FLORIDA	36
WISCONSIN	37
PITTSBURGH	38
KANSAS	39
MISSOURI	40
IOWA STATE	41
STANFORD	42
NEBRASKA	43
CALIFORNIA-SAN DIEGO	44
MARYLAND	45
SYRACUSE	46
COLORADO	47
CALIFORNIA-DAVIS	48
ARIZONA	49
SOUTHERN CALIFORNIA	50
WASHINGTON	51
OREGON	52
CALIFORNIA-BERKELEY	53
RUTGERS	54
UCLA	55
SUNY-STONY BROOK	56
CALIFORNIA-IRVINE	57
BRANDEIS	58
CALIFORNIA-SANTA BARBARA	59
NEW YORK	60
JOHNS HOPKINS*	N/A

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
2010 Runzheimer Report of Living Cost Standards

Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.

Number of U.S. AAU Institutions changed from 61 to 60 in 2011-12 (removals of Nebraska, Syracuse)

Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

* Data for Johns Hopkins unavailable.

**The Ohio State University
2011-12 Average Faculty Salaries (In Thousands)**

**Benchmark and CIC Institutions
Living Cost Adjusted**

Benchmark Institutions

Institution	Living Cost Index	Adjusted by Index		Unadjusted	
		Overall	Rank	Overall	Rank
MICHIGAN	101.1	\$116.84	1	\$118.13	2
ILLINOIS	98.3	\$110.40	2	\$108.52	4
OHIO STATE	100.0	\$107.67	3	\$107.67	5
PENN STATE	101.0	\$104.48	4	\$105.52	6
MINNESOTA	101.3	\$100.95	5	\$102.26	7
FLORIDA	97.2	\$99.08	6	\$96.31	11
WISCONSIN	98.6	\$98.49	7	\$97.11	9
MARYLAND	118.5	\$93.94	8	\$111.31	3
ARIZONA	103.4	\$93.29	9	\$96.46	10
WASHINGTON	113.2	\$89.87	10	\$101.73	8
UCLA	142.9	\$89.41	11	\$127.76	1
Previous OHIO STATE Ranking (2010-11)		\$105.54	3	\$105.54	6

CIC Institutions

Institution	Living Cost Index	Adjusted by Index		Unadjusted	
		Overall	Rank	Overall	Rank
U OF CHICAGO	115.7	\$128.77	1	\$148.99	1
MICHIGAN	101.1	\$116.84	2	\$118.13	3
PURDUE	89.9	\$113.84	3	\$102.35	10
INDIANA	92.2	\$112.18	4	\$103.43	7
ILLINOIS	98.3	\$110.40	5	\$108.52	4
MICHIGAN STATE	94.9	\$108.09	6	\$102.58	9
OHIO STATE	100.0	\$107.67	7	\$107.67	5
NORTHWESTERN	128.3	\$105.56	8	\$135.43	2
IOWA	97.8	\$105.55	9	\$103.23	8
PENN STATE	101.0	\$104.48	10	\$105.52	6
MINNESOTA	101.3	\$100.95	11	\$102.26	11
WISCONSIN	98.6	\$98.49	12	\$97.11	12
NEBRASKA	97.6	\$95.22	13	\$92.93	13
Previous OHIO STATE Ranking (2010-11)		\$105.54	7	\$105.54	6

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
2010 Runzheimer Report of Living Cost Standards

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Number of CIC institutions increased to 13 in 2011-12 (addition of Nebraska)

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

**The Ohio State University
2011-12 Average Faculty Salaries (In Thousands)
Top 25 Public Institutions
Living Cost Adjusted**

Institution	Living Cost Index	Adjusted by Index		Unadjusted	
		Overall	Rank	Overall	Rank
MICHIGAN	101.1	\$116.84	1	\$118.13	3
NORTH CAROLINA-CHAPEL HILL	98.5	\$115.36	2	\$113.63	6
PURDUE	89.9	\$113.84	3	\$102.35	19
GEORGIA INSTITUTE OF TECH	100.0	\$113.78	4	\$113.78	5
ILLINOIS	98.3	\$110.40	5	\$108.52	13
CONNECTICUT*	100.0	\$109.22	6	\$109.22	11
TEXAS A&M	89.3	\$109.03	7	\$97.37	22
VIRGINIA	103.5	\$108.85	8	\$112.66	7
OHIO STATE	100.0	\$107.67	9	\$107.67	14
TEXAS	104.8	\$106.20	10	\$111.30	10
PENN STATE	101.0	\$104.48	11	\$105.52	18
MINNESOTA	101.3	\$100.95	12	\$102.26	20
PITTSBURGH	107.4	\$99.42	13	\$106.78	16
FLORIDA	97.2	\$99.08	14	\$96.31	25
WISCONSIN	98.6	\$98.49	15	\$97.11	23
WILLIAM & MARY*	100.0	\$96.72	16	\$96.72	24
CALIFORNIA-SAN DIEGO	116.6	\$96.32	17	\$112.31	8
CALIFORNIA-DAVIS	110.2	\$96.13	18	\$105.94	17
MARYLAND	118.5	\$93.94	19	\$111.31	9
GEORGIA*	100.0	\$91.12	20	\$91.12	26
CLEMSON*	100.0	\$90.08	21	\$90.08	27
WASHINGTON	113.2	\$89.87	22	\$101.73	21
UCLA	142.9	\$89.41	23	\$127.76	1
CALIFORNIA-BERKELEY	140.3	\$88.39	24	\$124.01	2
RUTGERS	132.9	\$86.51	25	\$114.97	4
CALIFORNIA-IRVINE	133.5	\$81.60	26	\$108.94	12
CALIFORNIA-SANTA BARBARA	164.0	\$65.64	27	\$107.65	15

2011-12 Reputational Rankings	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
	WASHINGTON
	WISCONSIN
13	PENN STATE
	CALIFORNIA-IRVINE
	ILLINOIS
	TEXAS
17	OHIO STATE
	MARYLAND
19	TEXAS A&M
	CONNECTICUT
	FLORIDA
	PITTSBURGH
23	PURDUE
	GEORGIA
25	CLEMSON
	RUTGERS
	MINNESOTA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2011-12
U.S. News 2012 Best Colleges rankings, Top Public Schools, National Universities
2010 Runzheimer Report of Living Cost Standards

Notes: Benchmark institutions are in **bold** type.

Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

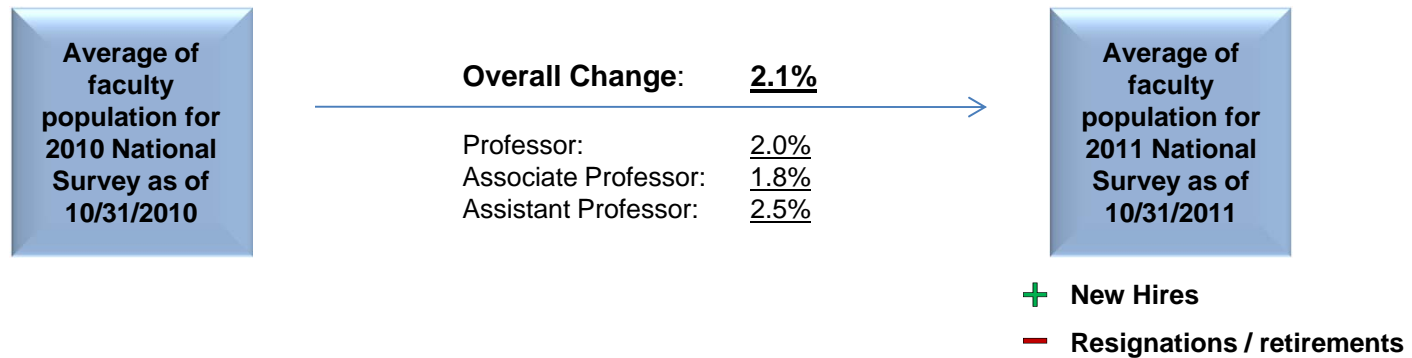
* Living Cost adjustment factor unavailable, factor of 100 used.

Faculty Compensation Metrics Total University - Columbus Campus

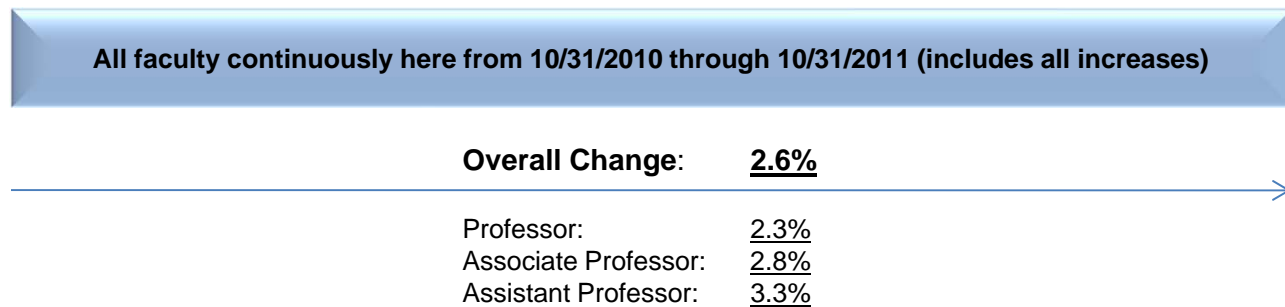
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (March 2012)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.